

Human Capital Management
Air Force Materiel Command
(AFMC) – Human Capital Plan
Implementation

Key Benefit – Improved awareness in administration and increased preparation for workforce gaps coming from retiring employees

Background

AFMC fulfills its mission of equipping the Air Force with the best weapon systems through oversight of aircraft, missiles and munitions. It employs about 85,000 military and civilian employees in locations throughout the United States.

Challenges

To manage the risk it faces in light of retirement eligibility projections and the potential loss of institutional memory, AFMC needed to develop plans for reshaping its workforce to meet its future business needs.

Resolution and Benefits

Improve retention and attrition of new personnel - specifically IT recruits, also made progress in fulfilling individual professional development plans by creating training programs to invest in personnel.

Develop metrics for fact-based personnel management - collected data for demonstrating the successes and shortcomings of AFMC human capital approaches.

Be better prepared to deal with workforce gaps - Initial workforce shaping activities have led to a more informed understanding of current workforce gaps and those that may surface as large numbers of employees become eligible to retire.